



BSNL EMPLOYEES UNION

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General Secretary

Main Recognised Representative Union.
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BSNLEU/ 422 (WAGE)

10.06.2025

To,

Dr. Kalyan Sagar Nippani,
Director (HR) BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Expressing serious concern over the stalemate in the Wage Revision talks - Union may be compelled to take recourse to agitational programme - req.**

Sir,

Having frustrated with the lackadaisical functioning of the Management Side members of the Joint Committee for Wage Revision of the Non-Executives, we wish to bring the following to your kind notice, for favour of necessary intervention.

As you are aware, in accordance with the direction given in the DoT letter no.F.62-2/2016-SU dated 27th April, 2018, the Joint Committee for Wage Revision of the Non-Executives has been formed. New pay scales of the Non-Executives were finalised in the Joint Committee in July, 2018 itself, through consensus between the Management Side and the Recognised Unions. However, thereafter, the Management Side reneged from its commitment on the new pay scales. Hence, there was a stalemate in the Wage Revision talks.

Due to your kind intervention, a new Chairman was appointed for the Joint Committee in November, 2024. Thereafter, good progress has been made. One meeting of the Joint Committee was held under the Chairmanship of the new Chairman. On 23.12.2024, the Staff Side submitted 90 live cases of stagnation, based on the "short pay scales" proposed by the Management Side in November, 2022. On 19.02.2025, an Informal Meeting of the Wage Revision Committee was held, in which the Recognised Unions gave proposals for the new pay scales based on 5% fitment. The Management Side assured that the approval of the competent authority would be taken before the next meeting of the Wage Revision Committee.

However, after much delay, the Wage Revision Committee meeting was held on 29.04.2025. But, no fruitful discussion took place on the plea that, many of the Management Side members were new and that time was required to keep them informed about the past developments. The Chairman of the Wage Revision Committee assured that, the next meeting of the Joint Committee would be held in the last week of May.

Thereafter, General Secretary, BSNLEU, submitted a detailed note, with all the relevant documents, to the members of the Management Side, to keep them informed about the past developments that have taken place in the Joint Committee. Still, no meeting was held in the last week of May, as was assured by the Chairman. When contacted, the Chairman assured that the meeting would be held in the first week of June. Again the General Secretary, BSNLEU, met the Chairman and requested to fix the meeting of the Wage Revision Committee. The Chairman assured that the meeting would be held in the second week of June. But, no notification has so far been issued by the Management Side for holding the meeting.

More than 60% of the Non-Executives are suffering from stagnation. Every month, a sizable number of Non-Executives are retiring with substantial loss in their pension. Hence, BSNLEU has been persuading the Management Side to sign the Wage Revision agreement at the earliest.

As we have already informed, the Staff Side has now suggested very low pay scales, compared to the pay scales finalised in the Joint Committee, through consensus, in July, 2018. We are much frustrated to note that only one meeting of the Joint Committee has taken place in the last 6 months. The Management Side members in the Wage Revision Committee are not showing any empathy for the sufferings of the Non-Executives due to stagnation. They are not showing urgency in settling the issue and are dilly-dallying.

The General Secretary, BSNLEU, personally met the Director (HR) on 24.04.2025 and also on 04.06.2025 and has sought his kind intervention to break the stalemate prevailing in the Wage Revision talks. However, even thereafter, no improvement has taken place. We regret to inform that, we may be compelled to take recourse to agitational programme if the stalemate in the Wage Revision Committee continues.

Thanking you,

Yours sincerely



[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Rajeev Soni, Chairman, Joint Committee for Wage Revision, BSNL, Bharat Sanchar Bhawan, Janpath,
New Delhi – 110 001
(2) Ms. Anita Johri, PGM (SR), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001